

Message Text

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ACTION EUR-12

INFO OCT-01 ISO-00 MMO-01 SIG-03 CIAE-00 DODE-00 PM-05
H-01 INR-10 L-03 NSAE-00 NSC-05 PA-01 SP-02
SS-15 ICA-11 PER-01 CA-01 A-01 FBO-02 ABF-01
FSI-04 OC-06 OMB-01 VO-05 EB-08 COME-00 SCS-06
SY-05 OES-07 NRC-05 TRSE-00 FAA-00 DOTE-00 CTME-00
/123 W

-----084445 281232Z/10

R 280817Z APR 78
FM AMEMBASSY BONN
TO SECSTATE WASHDC 8100
INFO AMCONSUL BREMEN
AMCONSUL DUSSELDORF
AMCONSUL FRANKFURT
AMCONSUL HAMBURG
AMCONSUL MUNICH
AMCONSUL STUTTGART
USMISSION USBERLIN

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LENGTH AND COMPLEXITY OF THIS MESSAGE REQUIRES THAT IT
BE TRANSMITTED IN FIVE SEPARATE PARTS. THIS IS PART 1.

E.O. 11652: XGDS-2
TAGS: AMGT, OGEN, AFSP, GW, WB
SUBJECT: FY 1980 GOALS/OBJECTIVES AND RESOURCE MANAGE-
MENT (GORM) PROCESS

REF: STATE 063477; BONN 02828

1. IN CONSIDERING STATE RESOURCES AND ORGANIZATION, AS
WELL AS THOSE OF OTHER AGENCIES IN GERMANY, IT MUST BE
POINTED OUT THAT WHILE THE COUNTRY MODE COMPLEMENT IS
788 AMERICANS AND 888 FSLS, THERE ARE IN FACT 952
AMERICANS AND 1157 FSLS OF 52 AGENCIES AND SUB-AGENCIES
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INVOLVED IN RELATIONS IN GERMANY UNDER THE "UMBRELLA" OF
THE EMBASSY, US MISSION BERLIN AND THE SIX CONSULATES
GENERAL. (THESE FIGURES OF COURSE DO NOT INCLUDE RADIO
FREE EUROPE/RADIO LIBERTY (RFE/RL) RESOURCES OF 292
AMERICANS AND 968 FSLS REQUIRING SOME DEGREE OF STATE
SUBSTANTIVE AND ADMINISTRATIVE INTEREST.) THE "NON-
ACCREDITED" PERSONNEL ARE EMPLOYEES OF SO-CALLED "LODGER"

AGENCIES, ORGANIZATIONS NOT SUBJECT TO MODE, AND VARIOUS MILITARY ORGANIZATIONS. THESE PERSONNEL ARE SUPPORTED BY STATE TO VARYING DEGREES UNDER FAAS.

THE INCREASING INTERNATIONAL ROLE OF THE FRG HAS PLACED NEW RESPONSIBILITIES ON STATE DEPARTMENT STAFF OF THE MISSION, BUT WE ARE NOW OPERATING WITH FEWER STATE PERSONNEL RESOURCES IN THIS AREA THAN WE HAD TEN YEARS AGO. THERE HAS BEEN A CONTINUING PROCESS OF ATTRITION OF STATE POSITIONS IN GERMANY (25 AMERICANS AND 78 FSLS ABOLISHED SINCE 1972). OF THE STATE DEPARTMENT MISSION COMPLEMENT OF 274 AMERICANS AND 589 FSLS, THERE ARE NOW ONLY 43 STATE OFFICERS COUNTRY-WIDE SERVING POLITICAL, ECONOMIC AND COMMERCIAL INTERESTS. IN VIEW OF THE DYNAMIC SUBSTANTIVE REQUIREMENTS OF THIS MISSION, STATE DEPARTMENT CANNOT CONTINUE THE UNDESIRABLE TREND OF ATTRITION AND STILL PROVIDE THE SUBSTANTIVE AND COMMERCIAL INTEREST DIRECTION EXPECTED OF US IN OUR ASSIGNED RESPONSIBILITY OF LEADERSHIP IN FOREIGN AFFAIRS.

ADDITIONALLY, THE TOTAL US GOVERNMENT PERSONNEL RESOURCES OF THE MISSION MUST BE VIEWED IN THE PERSPECTIVE OF THE US MULTILATERAL COMMITMENTS IN EUROPE AND THE SPECIAL BILATERAL RELATIONSHIPS, DESCRIBED IN BONN REFTEL, WITH THE FRG. THE IMPACT OF THE U.S. PRESENCE IN GERMANY ON SUBSTANTIVE, CONSULAR AND ADMINISTRATIVE AFFAIRS, AND

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INTER-AGENCY RELATIONSHIPS, ALSO MUST BE VIEWED WITHIN THE CONTEXT OF OUR MILITARY PRESENCE OF APPROXIMATELY 214,000 TROOPS AND THE APPROXIMATELY 400,000 US CIVILIANS IN THE COUNTRY. A NUMBER OF NON-MODE MILITARY ORGANIZATIONS ARE "ACCREDITED" TO THE MISSION TO SUPPORT THE NECESSARY COORDINATION OF THE TOTAL U.S. GOVERNMENT EFFORT. IN ADDITION, THERE ARE A NUMBER OF EUROPEAN REGIONAL OFFICES, BOTH STATE AND OTHER AGENCIES, LOCATED IN GERMANY BY REASON OF ITS MAJOR SUBSTANTIVE IMPORTANCE,

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/123 W

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R 280817Z APR 78

FM AMEMBASSY BONN

TO SECSTATE WASHDC 8101

INFO AMCONSUL BREMEN

AMCONSUL DUSSELDORF

AMCONSUL FRANKFURT

AMCONSUL HAMBURG

AMCONSUL MUNICH

AMCONSUL STUTTGART

USMISSION USBERLIN

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INTERNATIONAL TRANSPORTATION FACILITIES, OR FOR ECONOMY

REASONS TO TAKE ADVANTAGE OF THE UNIQUE SITUATION OF

1358 FBO OFFICE AND HOUSING ACCOMMODATION PROPERTIES.

LASTLY, BONN ADMINISTRATION PROVIDES THIRD COUNTRY

PROCUREMENT FOR APPROXIMATELY 80 COUNTRIES IN ADDITION TO

CENTRAL SUPPLIES FOR SOME ITEMS ON A WORLDWIDE BASIS,

AND THE PRINTING OF TELEPHONE DIRECTORIES FOR EUROPEAN

POSTS.

AS THE GOALS AND OBJECTIVES HAVE CLEARLY SHOWN, THE U.S.

HAS A MAJOR STAKE IN THE MAINTENANCE OF A STABLE,

PROSPEROUS GERMANY, CLOSELY LINKED TO US IN DEFENSE

RELATIONSHIP AND STRONGLY SUPPORTIVE OF EUROPEAN POLI-

TICAL, SOCIAL AND ECONOMIC COHESION. CURRENT LEVELS OF

ALL AGENCIES ARE CONSIDERED NECESSARY TO MEET THESE

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UNITED STATES GOVERNMENT RESPONSIBILITIES AND INTERESTS
IN GERMANY AND EUROPE.

2. THE FOLLOWING ASSESSMENTS ARE RELATED TO THE
MISSION'S FY 1980 POLICY, GOALS AND OBJECTIVES AS
DESCRIBED IN BONN REFTEL AND IN RESPONSE TO STATE REFTEL,
GORM PROCESS:

A. PART I - STATE GORM SUBMISSION

1) ZBB-1

- 1) TOTAL US PERSONNEL - 274
- 2) TOTAL FSL - 587
- 3) TOTAL PERSONNEL RESOURCES AT THE MISSION
"CURRENT LEVEL" - 861

UNADJUSTED RATIO ADJUSTED

A. PACKAGE I	775	769
B. PACKAGE II	43	43
C. PACKAGE III	43	49
D. PACKAGE IV	5	

ZBB-2. ZERO-BASED BUDGETING FY 1980, PERSONNEL RESOURCE WORKSHEET

(1)	(2)	(3)	(4)	(5)	(6)	(7)
	FY 78					PACKAGE I
FUNCTION	OFF	STAFF	FSL	OFF	STAFF	FSL
EXEC	12	9	15	9	7	11
POL/LABOR	23	9	17	23	9	13

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E/C	35	7	59	30	7	46
CONS	30	-	109	27	-	99
ADMIN	47	6	356	44	5	318
ADM/REGIONAL	50	4	8	50	4	8
OTHER&	42	-	25	34	-	25
TOTAL THIS						
PACKAGE	239	35	589	217	32	520
CUMULATIVE						
TOTAL	239	35	589	217	32	520

&OTHER INCLUDES 42 STATE DEPARTMENT OFFICERS SUBJECT TO MODE BUT CHARGED TO WASHINGTON COMPLEMENT - 1 CENTRAL COMPLEMENT JOT, 4 POLADS, 1 FSI LANGUAGE OFFICER AT GARMISCH, AND 36 REGIONAL COURIERS; AND 25 FSL PERSONNEL

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/123 W

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R 280817Z APR 78

FM AMEMBASSY BONN
TO SECSTATE WASHDC 8102
INFO AMCONSUL BREMEN
AMCONSUL DUSSELDORF
WMCONSUL FRANKFURT
AMCONSUL HAMBURG
AMCONSUL MUNICH
AMCONSUL STUTTGART
USMISSION USBERLIN

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CHARGED OO BERLIN DM OCCUPATION COSO BUDGET WITH REIMBURSEMENT OO U.S. TREASU (NO POSITIONS ALLOCATED).

(8 (9)P (1;) (11) I(12) (13)

PACKAGE II PACKAGE III

AM AM AM AM

OFF STAFF FSL OFF STAFF FSL

EXEC 1 I1 - 2 1 4

PO/LABOR - - 2 - - 2

E/C I"H - 5 W - 8

CONS 1 - 5 2 - 5

ADMIN 2 2 18 1 1 18

ADMINREG - - - - - 2

OTHER 5 - - 3 - -

TOTAL THIS

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PACKAGE 12 1 30 10I 2 37

CUMULATIVE

TOTAL 229 33 550 39 35 987

(RL (15) (16)

VACKAGE IV

I AM AM

A OFF STAFF FSL

EXEC - 1 -
POL/LABOR 2 11 -
E/C 1H - -
CONS - - -
ADM - -
ADM REG. - - -CTOTAL TMIS
PACKAGE 3 2 -
CUMULATIVEMTOTAG 242 37 587

2) BBB-3

A(1) DECISION UNIT NAME: FEDERAG REUBLIC OF GERMANY

ANDH3 5 ?34)8.,

(2) PACKAGE 1 OF 4

(3) ACTIVITX DESCRIPTION

THE EMBAYSY ADDRESSES AN OPERATIONAL LEVEL OF ACTIVITY IF
IT WWS REQUIRED TO OPERATE AT 90 PERCENT OF ITS CURRENT
PZRSOONNEG GEVEG. THE INCREASING DUPARTY BETWEEN PER-
SONNEL RESOURCES AND POLICX OBJECTIVES HAS MADE EVIDENT
THAT PREVIOUS CUTS HAVE SORETCHED TOO OHIN THE COUNRY-
WIDE INFRASORUCOURE OF EXZCUOIVE, PO858:-, \$ 3:9,9.8:/
COMMERCIAL PJOGGRAM POSITIONS. IESSENOIAL ADMINISTRATIVE
WAND CONSULWR ACTIVITIES ARE RELATIVELY KONSOANO FACOORSNMSUBJEKT OO
THOSE INFLEXIBLE SUPPORT REQUIREMENTS DELATED
IN PARA 1 ABOVE. IN ORDER TO STILL CARRY OUT A VIABLE
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PROGRAM TO MEET GOALS AND OBJECTIVES IN GERMANY, THE
EMBASSY IN THIS PACKAGE COULD BE REQUIRED TO CLOSE
CONSULATES GENERAL BREMEN, DUSSELDORF, AND STUTTGART.
CONSULAR DISTRICTS WOULD BE RESTRUCTURED AND PERSONNEL
RESOURCS WMUGD BE REPROGRAMMED TO MEET REAPORTIONED
ESENTIAL ACTIVITIES. ADDIOIONALLY 1 AMERICAN AND 6 FSL
POSITIONS WOULD BE ABOLISHED IN BONN ADMINISTRATION. IT
WOULD BE NECESSARY TO ABOLISH 8 OF THE 36 DIPLOMATIC
COURIER POSITIONS, INCLUDE IN OTHER, AND REPROGRAM
THIS SERVICE TO DEPARTMENT TDY'ERS, OR TO REDUCE COURIER
SERVICE BY 20 PERCENT TO OTHER POSTS IN EUROPE AND AFRICA.
IF TOTAL DEPARTMENT OC COURIER POSITIONS WERE CUT BY 8.

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/123 W

-----084594 281228Z /11

R 280817Z APR 78

FM AMEMBASSY BONN
TO SECSTATE WASHDC 8103
INFO AMCONSUL BREMEN
AMCONSUL DUSSELDORF
AMCONSUL FRANKFURT
AMCONSUL HAMBURG
AMCONSUL MUNICH
AMCONSUL STUTTGART
USMISSION USBERLIN

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TEN PERCENT REDUCTION EQUALS 86 POSITIONS (27 AMERICAN AND 59 FSLS), OR 92 RATIO ADJUSTED.

THE MISSION EXECUTIVE STAFF WOULD TOTAL 27 EXECUTIVE PERSONNEL, COMPRISING OF 9 OFFICERS, 7 STAFF, AND 11 FSLS FOR THE REMAINING FIVE POSTS. NO EXECUTIVE STAFF WOULD BE TRANSFERRED FROM THE CLOSED POSTS.

POSITIONS ABOLISHED OFFICER STAFF FSL

BREMEN	1	-	2
DUSSELDORF	1	1	2
STUTTGART	1	1	-
EXECUTIVE NET REDUCTION	3	2	4

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THE EXECUTIVE STAFF OF THE MISSION COULD CONTINUE TO PROVIDE POLICY FORMATION AND MANAGEMENT GUIDANCE FOR THE EMBASSY AND REMAINING CONSTITUENT POSTS IN MEETING THE STATED GOALS AND OBJECTIVES IN BONN RFTEL, AND FOR THOSE ESSENTIAL ACTIVITIES PREVIOUSLY DESCRIBED. PREVIOUS CUTS OF DEPUTIES AND SECRETARIES HAVE REDUCED EXECUTIVE STAFF TO A MINIMUM LEVEL WHEREBY NOW ONLY EMBASSY BONN, US MISSION BERLIN AND CONSULATE GENERAL

FRANKFURT ARE ASSIGNED DEPUTIES.

THE MISSION POL/LABOR STAFF WOULD TOTAL 45, COMPRISING OF 23 OFFICERS, 9 STAFF, AND 13 FSL'S FOR THE REMAINING POSTS. NO POLITICAL STAFF WOULD BE TRANSFERRED FROM THE CLOSED POSTS.

POSITIONS ABOLISHED OFFICER STAFF FSL

BREMEN	-	-	1
DUSSELDORF	-	-	1
STUTTGART	-	-	2
POL/LABOR NET REDUCTION	-	-	4

POL/LABOR STAFF WOULD CONTINUE TO MEET OBJECTIVES A, B, C, E, G AND H EXPRESSED IN BONN REFTEL. EXTENSIVE TRAVEL WOULD BE REQUIRED OF AMERICAN OFFICERS.

THE MISSION ECON/CML STAFF WOULD TOTAL 83, COMPRISING 30 OFFICERS, 7 STAFF, AND 46 FSL'S. TWO AMERICAN OFFICERS AND 5 FSL'S WOULD BE TRANSFERRED FROM THE CLOSED POSTS TO EMBASSY BONN. ADDITIONAL PERSONNEL TRANSFERS FROM REMAINING CONSULATES GENERAL ALSO WOULD BE NECESSARY.

POSITIONS ABOLISHED OFFICER STAFF FSL
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BREMEN	1	-	4
DUSSELDORF	3	-	9
STUTTGART	3	-	5
TOTAL	7	-	18

POSITIONS REPROGRAMMED OFFICER STAFF FSL

BONN	2	-	5
ECON/COML NET REDUCTION	5	-	13

ECON/COML STAFF WOULD CONTINUE TO PURSUE OBJECTIVES B, D, E, F, G, AND H. EXTENSIVE TRAVEL WOULD BE REQUIRED OF E/C OFFICERS AND TRADE PROMOTION WORK WOULD BE PROVIDED AT THE BAREST MINIMUM LEVEL. ECON PRESENTLY CONTRACTS

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/123 W

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R 280817Z APR 78

FM AMEMBASSY BONN
TO SECSTATE WASHDC 8104
INFO AMCONSUL BREMEN
AMCONSUL DUSSELDORF
AMCONSUL FRANKFURT
AMCONSUL HAMBURG
AMCONSUL MUNICH
AMCONSUL STUTTGART
USMISSION USBERLIN

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FOR APPROXIMATELY TEN MARKET DEVELOPMENT REPORTS ANNUALLY
WHICH IS AT AN OPTIMUM LEVEL.

THE MISSION CONSULAR STAFF WOULD TOTAL 124, COMPRISING OF
27 OFFICERS, 0 STAFF AND 99 FSLs. FOUR AMERICAN OFFICERS
AND 15 FSL EMPLOYEES WOULD BE TRANSFERRED.

POSITIONS ABOLISHED OFFICER STAFF FSL

BREMEN	1	-	3
DUSSELDORF	3	-	10
STUTTGART	3	-	14
TOTAL	7	-	27

POSITIONS REPROGRAMMED OFFICER STAFF FSL
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HAMBURG	-	-	2
BONN	2	-	6
FRANKFURT	1	-	4
MUNICH	1	-	5

SUB TOTAL	4	-	17
CONSULAR NET REDUCTION	3	-	10

CONSULAR CONVENIENCE SERVICES WOULD BE PROVIDED AT THE BAREST MINIMUM REQUIRING INCREASED NIV, AND PASSPORT AND CITIZENSHIP SERVICES BY MAIL. CITIZENS REQUIRING SOCIAL SECURITY AND VETERAN SERVICES WOULD BE REQUIRED TO TRAVEL GREATER DISTANCES TO THE POSTS ASSUMING CONSOLIDATED RESPONSIBILITIES. PRISON VISITS WOULD REQUIRE VASTLY INCREASED TRAVEL. AT THIS LEVEL, THE MISSION CONSULAR SECTIONS COULD BARELY CONTINUE TO SERVE THE EXPECTED 325,424 NIVS, 6800 IVS, 115,402 CITIZENSHIP CASES, 119,812 SPECIAL CONSULAR CASES AND VISIT THE 340 PRISONERS LOCATED IN 85 PRISONS THROUGHOUT GERMANY.

THE MISSION ADMINISTRATIVE STAFF WOULD TOTAL 367, COMPRISING OF 44 OFFICERS, 5 STAFF AND 318 FSLs. THREE AMERICAN OFFICERS, 1 STAFF AND 36 FSL POSITIONS WOULD BE ABOLISHED.

POSITIONS ABOLISHED	OFFICER	STAFF	FSL
---------------------	---------	-------	-----

BREMEN	-	1	8
DUSSELDORF	1	-	11
STUTTGART	1	-	11
ADMIN CONSTITUENT POST	2	1	30
NET REDUCTION&			
BONN ADMIN	1	-	6
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TOTAL ADMIN NET REDUCTION	3	1	36
TOTAL POST COMPLEMENT NET	14	3	67
REDUCTION			

&SIX MARINE GUARD POSITIONS ALSO WOULD BE ABOLISHED.

KEY ADMINISTRATIVE SERVICES STILL WOULD BE PROVIDED TO THE REMAINING MISSION ALTHOUGH SUPPORTED AGENCIES AT THE CLOSED POSTS WOULD HAVE TO RENT OFFICE AND HOUSING ACCOMMODATIONS AND PROVIDE THEIR OWN BASIC POST ADMINISTRATIVE SUPPORT. ONE AMERICAN OFFICER COMMUNICATOR WOULD BE CUT WHICH WOULD PRECLUDE BONN FROM COVERING REMAINING CONSTITUENT POSTS' TDY REQUIREMENTS, AND ASSISTANCE TO OTHER COUNTRIES. SIX FSL POSITIONS IN GENERAL SERVICES WOULD BE ABOLISHED WHICH WOULD MEAN REDUCED SUPPORT TO THE MISSION. THE ADMINISTRATIVE SECTION HAS BEEN REDUCED IN SIZE SINCE THE DAYS OF BALPA IN 1968, ALMOST ANNUALLY TO THE POINT THAT THE ABOLISHMENT OF THREE POSTS HAS NO MATERIAL AFFECT ON THE REMAINING CORE POSITIONS. THE EMBASSY IS NOT SCHEDULED FOR TERP UNTIL 1981 AND

MOREOVER, THE RCO HAS ADVISED THAT THE TRACK RECORD OF TERP INSTALLATIONS HAS NOT INDICATED REDUCTION IN C&R PERSONNEL. THE EMBASSY ALREADY HAS REDUCED PERSONNEL AND POSITIONS BY SETTING UP A WORD PROCESSING CENTER, ELIMINATION OF WEEK-END COMMUNICATIONS CENTER OPERATIONS, MAXIMUM USE OF TAXI CABS, AND COMPUTERIZING OF INVENTORIES, SUPPLY AND PERSONNEL OPERATIONS. NO FURTHER CONTRACTUAL SERVICES ARE POSSIBLE OTHER THAN MAINTENANCE, WHICH WOULD DOUBLE THIS COST AT REDUCED SERVICE. MAXIMUM USE OF PIT IS MADE IN BOTH THE CONSULAR AND ADMINISTRATIVE SECTIONS. ADMIN CAN CUT PERSONNEL FURTHER ONLY BY REDUCING SUPPORT TO OTHER POSTS AND SUPPORTED AGENCIES IN GERMANY.

ADMINISTRATIVE REGIONAL OPERATIONS, CHARGED TO POST

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Message Attributes

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TAGS: AMGT, OGEN, AFSP, GE, WB
To: STATE
Type: TE
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